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January 27, 1984

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Director of Personnel  
Central Intelligence Agency  
Washington, DC 20505

Dear [redacted]

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A year or two ago, one of the Agency's officials [redacted] on a recruiting trip explained a number of the reasons why the Agency, like all government organizations, found it difficult at least at that time to attract highly qualified young men and women with a substantial knowledge of foreign languages and of foreign cultures. He also indicated that the Agency had not succeeded in employing the number of black men and women it would like.

I have some understanding of the varieties of difficulties, and I suspect that the Agency has overcome some, if not all.

With regard to blacks, whose university departments are seeking unsuccessfully to attract into training for academic careers, I believe that the largest pools of young, intelligent, highly motivated, self-disciplined young blacks must be in our football and basketball programs and, second, that few men in the academic world would be as well informed about their students and as competent to make sensible judgments as would our football and basketball coaches. I believe also that a high percentage of these men would also understand and support the Agency's functions and be delighted to recommend candidates for positions, if asked.

Creating an informal program to reach this pool should be a simple matter.

I hope this idea, which I am sure is not a new one, is helpful.

Sincerely yours,

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[redacted]  
Distinguished Professor of History

bjm

cc: Mr. John McMahon

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